

Position Description

Multi-Skilled Labourer

Position Title:	Multi-Skilled Labourer	Directorate:	Infrastructure & Development
Position Number:	100979 & 100994	Department:	Works
Employment Status:	Full-Time	Position Type:	Outdoor Employee
Employment Type:	Permanent	Location:	Work Centre
Classification Structure:	Grade 2		
Reports to:	Vegetation Control Coordinator		

PRIMARY PURPOSE:

The role of the Multi-Skilled Labourer is to undertake vegetation control works effectively and efficiently within the Municipality that meets with legislation, industry standards and GCC's annual renewal and upgrade plans.

ORGANISATIONAL REPORTING RELATIONSHIPS:

1. Internal:

- The **Multi-Skilled Labourer** reports to the **Vegetation Control Coordinator** for all operational and management matters.
- The role is a key contributor to the maintenance of council public spaces and will assist in the implementation of council's vegetation control schedules as required. They will also liaise with other employees of Council.

2. External:

- The role will liaise with external stakeholders such as members of the public, ratepayers, community members, visitors and contractors.

Accountabilities And Responsibilities

Technical	▪ Assist in delivering and maintaining schedule and ad-hoc works to deliver activities including but not limited to weeding, spraying, hedge trimming, mowing, brush cutting. ▪ Operate machinery and small plant including (brush cutters, mowers, hedge trimmers, chainsaws etc) in accordance with the relevant acts, legislation and guidelines to deliver works in accordance with works program. ▪ Provide competent traffic management associated with the control and direction of vehicular traffic through and around work sites. Including install/remove and record signage for works carried out in road reserves in accordance with recommended standards. ▪ Support the maintenance of council spaces by assisting with the removal of rubbish, green waste, and other debris from parks, reserves, and natural areas ▪ Direct customers/community concerns raised at worksite to the appropriate persons (ie Customer Service or Manager)
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Team Work and Collaboration	- Collaborate with all council employees and proactively share knowledge to help build and maintain skills and capability. - Perform duties in a manner that fosters cooperation and maintains positive working relationships with team members. - Show respect for others and their viewpoints, contributing to an inclusive and respectful workplace culture. - Deliver high-quality, compliant work and advice that earns trust and promotes respect from colleagues and the community. - Work collaboratively with team members and stakeholders to achieve outcomes effectively and on time. - Assist in the delivery of daily team operations, participating in team meetings, and allocating work tasks. - Take ownership and responsibility for delivering activities that benefit the community and align with council goals, strategic and annual plans.
Outdoor worker	- Participate in and contribute to daily pre-start meetings, including hazard identification and task planning. - Follow Safe Operating Procedures (SOPs), Safe Work Method Statements (SWMS) and all safety directives. - Accurately complete timesheets, job records and required documentation in a timely manner. - Operate plant, equipment and tools safely and in accordance with training, compliance and authorisations. - Maintain current First Aid certification (provided by Council).
Customer Service	- Represent the Council in a professional and positive manner - Ensure that a high standard of customer service is maintained to both internal and external customers. - Identify and contribute to opportunities for continuous improvement in service delivery.
Organisational Responsibilities	- Take ownership of work priorities to ensure tasks are completed accurately, efficiently, and to a high standard. - Ensure all assigned work is delivered within agreed timeframes, budgets, and quality expectations. - Support and promote a diverse and inclusive workplace culture that prioritises the safety and wellbeing of children, young people, the community, and employees. - Employees may be required to perform additional duties that are within the scope of their skills, competencies, and training, consistent with their classification level. These duties may be undertaken across various areas of the Council, as directed, to support organisational needs and service delivery. - This role may require reasonable after-hours activities and overtime when required by business needs.
Governance, Risk and Compliance	- Undertake all activities in accordance with Council's code of conduct, values, policies, procedures, delegations and legal obligations. - Comply with Work Health and Safety (WHS) policies, procedures and safe work practices. - Promptly report hazards, incidents, injuries or unsafe practices in accordance with Council requirements.

	▪ Ensure adherence to all relevant legislation, regulations, and organisational standards to maintain compliance with legal, safety, and certification requirements. ▪ Proactively identify areas of non-compliance and support the implementation of corrective actions. ▪ Maintain current knowledge and expertise in relevant fields, including awareness of industry best practices and updates to legislative and regulatory frameworks. ▪ Monitor compliance with applicable Acts, Regulations, and standards to meet legal and certification requirements, report non-conformances and implement corrective actions as needed. ▪ Participate in professional development and training activities and maintain up-to-date certifications and complete all mandatory compliance and training requirements.
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Key Selection Criteria

Licences	▪ Current registration to work with vulnerable people (RWVP) ▪ Medium Rigid Truck "MR" Class license (or ability to acquire within 3 months) ▪ White Card
Desirable	▪ Traffic Management Accreditation (RIISS00058 – Traffic Controller, and RIISS00060 Traffic Management Implementer) ▪ Chemcert accreditation ▪ Chainsaw Accreditation ▪ First Aid Certificate
Skills and Experience	▪ Demonstrated experience in vegetation management, including weeding, spraying, hedge trimming, mowing, brush cutting ▪ Experience in the use of machinery and plant including chainsaws, hedge trimmers, brush cutters etc. ▪ A well-developed understanding and knowledge of Workplace Health and Safety. ▪ Physically fit and proven ability to work in all weather conditions and terrains. ▪ Ability to work well within a team environment and to adapt to a changing environment.

Work Environment

Glenorchy City Council is a values-based organisation, committed to attracting, recruiting, and retaining individuals who uphold our values and actively contribute to the positive culture we aspire to build.

We are dedicated to maintaining high standards of performance in all areas, particularly in relation to Community, Work Health and Safety, Diversity, and Child Safety. All employees are expected to contribute to a safe and inclusive work environment by:

- Promoting and maintaining safe working conditions and practices.
- Supporting fair and equitable access to employment, promotion, training, and personal development.
- Actively working to eliminate workplace harassment and discrimination.
- Ensuring compliance and reporting obligations to safeguard children and young people.

The behaviours and performance standards expected of all Council employees are governed by our Code of Conduct, Workplace Values, Directives and guidelines.

Please note that Glenorchy City Council is a drug, alcohol and smoke-free workplace.

Our Values



WE RESPECT EACH OTHER

We respect the skills, knowledge and diversity of our team mates
Everyone is heard and is valued
We care for the well-being and safety of each other
We check in on each other without being prompted
Listening and being listened to matters



WE ARE TRUSTED

I've got your back and you've got mine
We do what we say we will
We are empowered
Have honest and open conversations
We are trusting and trustworthy
We learn from our mistakes and share what we learn



TOGETHER WE ARE BETTER

Robust and thoughtful decision making together
Solving important problems together
We reach out to others and across teams for help
We collaborate more and handball less
Share our skills and knowledge



WE DELIVER

We serve and stand up for our community
We knuckle down and focus on what matters
We are courageous and determined to find a way
We seek opportunities to continually improve outcomes and then we act on them

Our Culture

This is OUR WAY to achieve results through our people and teams to make Glenorchy a better place every day.

WE FOSTER AND MODEL A CULTURE WHERE:

We **RESPECT** others and their viewpoints as being as important as our own
We trust and are **TRUSTED** by each other
We know that by working **TOGETHER** we achieve better outcomes
We take personal responsibility, and together we **DELIVER** for our community

ACKNOWLEDGEMENT:

I have read and agree to abide by the requirements of this position description.

Employee Name:			
Employee Signature:		Date:	